

MEETING REPORT

REGION I STAFF MEETING STRATEGIC PLANNING ISSUE IDENTIFICATION

Location: Centennial Hall Convention Center, Juneau

Date: November 2, 2001

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OPENING REMARKS:

Regional Director, Rocky Holmes opened the meeting and provided an explanation of why the Division of Sport Fish is embarking on this strategic planning process and what it means to Region I. Assistant Director Doug Vincent-Lang reviewed the Division-wide aspects of the strategic planning effort and its place as the highest priority of the Division.

THE PLANNING PROCESS:

Mark Burch, Sport Fish Division Planner, reviewed the current status of the strategic planning process and how both staff and the public will be involved in the future.

VALUES AND VISION:

Rocky Holmes described the vision statement for the Division of Sport Fish as articulated by Division leadership. The Division's vision and values statements were distributed to staff.

MEETING PRODUCTS AND APPROACH:

Facilitators Michael Fraidenburg (Dynamic Solutions Group), Mark Burch, and Bill Romberg lead the group through a process of answering three questions about the Division's mission success. The large group was broken into four small groups for this part of the meeting. Later the whole group reconvened to compare notes and compile and further define the issues.

QUESTIONS

- ❖ *Question 1:* How well are we doing in meeting the Sport Fish Division's vision?
- ❖ *Question 2:* What issues, factors, and opportunities are sustaining our progress toward meeting the vision?
- ❖ *Question 3:* What issues or factors are restraining our progress?

<i>SUSTAINING</i> FORCES FOR THE SPORT FISH DIVISION		
Number of Votes		Priority Issue
Contribute Most to Effectiveness	Most urgent	
0	0	Management capacity: Current emergency order authority.
0	0	External factors/opportunities: Changing economics and publics and increased interest by volunteers.

Question 3: What issues or factors are restraining our progress?

Just as done for the sustaining forces, the four subgroups identified the restraining or hindering factors that are holding them back from achieving their vision. As before, they were asked as a group to evaluate which of these were most important using two rounds of multi-voting. First was indicating which issues they believed to be the principal obstacles to the Division's effectiveness. Then, in a second round of voting, they were asked to indicate which factors were the most urgent by voting for those issues that, if they were the Director, would receive the Division's first efforts?

<i>RESTRAINING</i> FORCES FOR THE SPORT FISH DIVISION		
Number of Votes		Priority Issue
Most Hindering Effectiveness	Most urgent	
43	39	Staffing issues: Entry-level salaries are low (an equity issue); increase staff retention rates; improve the hiring process for technicians; improve advancement opportunity; provide better training; address a lack of diversity in the Division; and remove bottlenecks in producing annual reports.
23	25	Public relations: modify communication with public to improve the currently poor public perception of the Department and improve public involvement in the Division's business.
21	17	Funding: Improve project priority setting, address lack of funding, increase funding to deal with geographic limitations and remote fisheries, and reduce the complexity of the budget process.
9	10	Habitat: Strengthen weak laws and address the lack of in-stream flow reservations.
8	6	Dual management: Improve the process or clarify authorities of Federal involvement in management (e.g., Federal subsistence issues).

<i>RESTRAINING FORCES FOR THE SPORT FISH DIVISION</i>		
Number of Votes		Priority Issue
Most Hindering Effectiveness	Most urgent	
6	5	Data gaps: Need updated sport fishery economic impact analyses to gain political support for sport fishery issues.
3	7	Division infrastructure: Need effective policy or process for vehicle and equipment replacement; improved telecommunication support to field camps; and improved office facilities.
3	4	Board of Fisheries: Issues include ACS, unequal clout of stakeholders, and lack of stakeholder involvement in the Board process.
4	3	Internal Communication: Improvement needed between regions and from top down.
3	3	Conflict resolution: Better ways are needed for dealing with user group conflicts, cultural differences, and competition between sectors.
4	0	Program evaluation: Improve evaluations of management success and user preferences.
3	2	Hatcheries: Need to be more aggressive with hatchery issues.
1	3	Recreational opportunity: Address past failure to establish diversity of fishing opportunities and lack of physical access to fisheries.
0	0	Coordination: Address problems with inter-agency communication.
0	0	Political support: Improve understanding and level of support of the Division's mission and vision.

Meeting Evaluation

Participants found the following attributes of this meeting helpful: use of small groups, making sure all ideas are not lost; creating a good communication dynamic in small groups; the use of dot voting to gauge group agreement; maintaining a good written record of the meeting results; avoidance of fluff in the process; the matrix assessment tool used by three of the groups as it provided a useful evaluation framework; and the creation of a learning environment in the meeting format. Participants would improve the meeting process by providing more refreshments; further segmenting issues into those the Division can control versus those it cannot control and have the administration and professionals rank these; schedule more time for hot issues; and ensuring good chain of command communications.

PARTICIPANTS: Doug Vincent-Lang (Anchorage); Alma Seward (Douglas); Dean Beers (Petersburg); Dennis Hulhart (Ketchikan); Amy Holm (Ketchikan); Robert Chadwick (Sitka); Mike Wood (Ketchikan); Steve Hoffman (Ketchikan); Robert Brown (Douglas); Larry Derby (Haines); Doug Jones (Douglas); Kurt Kondzela (Douglas); Robert Johnson (Yakutat); Roger Harding (Douglas); Mark Schwan (Douglas); Tom Donek (HQ); Irv Brock (HQ); Paul Suchanek (Douglas); Rob Bentz (HQ); Tony Hinckle (HQ); Peggy Bray (HQ); John Lyman (HQ); Brian Glynn (Douglas); Ed Jones (Douglas); Al Havens (HQ); Linda Schmidt (Sitka); Judy Lum (Douglas); Randy Ericksen (Haines); Tom Brookover (Sitka); Brian White (Douglas); Mike Jaenicke (Douglas); Recie M. Jones (Douglas); Gordon Garcia (Juneau); Rocky Holmes (Douglas); Ted Lambert (Haines); Steven McCurdy (Klawock); Jemima Monroe (Douglas); Kiuk Pahle (Juneau); Ray Skan (HQ); Kelly Hepler (Anchorage).

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